

Panaji, 1st May, 1986 (Vaisakha 11, 1908)

SERIES I No. 5

# OFFICIAL GAZETTE



## GOVERNMENT OF GOA, DAMAN AND DIU

### EXTRAORDINARY

#### GOVERNMENT OF GOA, DAMAN AND DIU

Industries and Labour Department

#### Notification

25/11/79-ILD (Part) (I)

Whereas in exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) (hereinafter referred to as "the said Act"), the Government of Goa, Daman and Diu, by notification No. 25/11/79-ILD (I) dated June 2, 1984 of Industries and Labour Department published in the Official Gazette No. 15, Series II, dated 12th July, 1984, appointed a committee to hold enquiries and advise the Government in the matter of initial fixation of minimum rates of wages in respect of the scheduled employment namely, "Employment in Cinema Exhibition Industry" in the Union territory of Goa, Daman and Diu.

And Whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, the Government of Goa, Daman and Diu, after considering the advice of the said Committee, hereby fixes with effect from 1-5-1986 the minimum rates of wages payable to the class/categories of employment, namely "Employment on Cinema Exhibition Industry" in the Union territory of Goa, Daman and Diu as specified in the schedule below.

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3

#### Category — I

1.	Manager	
2.	Head Clerk	Rs. 22/- per day or
3.	Auditor	Rs. 572/- per month.
4.	Head Operator/Chief Operator	
	First Operator	

1	2	3
5.	Head Air-Conditioning Operator	Rs. 22/- per day or Rs. 572/- per month.
6.	Any other Employees by whatever name called but doing the work of the nature done by persons falling under this category	

#### Category — II

1.	Asstt. Manager	Rs. 18/- per day or
2.	Supervisor	Rs. 468/- per month
3.	Stenographer	(for Matriculates).
4.	Clerk	
5.	Accounts Clerk	
6.	Telephone Operator	
7.	Typist	Rs. 15/- per day or
8.	Wireman	Rs. 390/- per month
9.	Car/Van Driver	(for Non-Matricu-
10.	Operator	lates).
11.	Electrician	
12.	Store Keeper	
13.	Store Clerk	
14.	Any other Employees by whatever name called but doing the work of the nature done by persons falling under this category	

#### Category — III

1.	Asstt. Operator	Rs. 13/- per day or
2.	Asstt. Air-Conditioning Operator	Rs. 338/- per month.
3.	Carpenter	
4.	Tinsmith	
5.	Painter/Artist	
6.	Winder/Rewinder/Cabin Boy	
7.	Booking Clerk	
8.	Asstt. Store Keeper	

#### Category — IV

1.	Door Keeper	Rs. 11/- per day or
2.	Care Taker	Rs. 286/- per month.
3.	Reliever	
4.	Liftman	
5.	Watchman/Chowkidar	
6.	Oilman	
7.	Hamal	
8.	Helper	
9.	Battery Boy	
10.	Posterman	
11.	Sweeper	
12.	Cleaner	
13.	Mali	
14.	Gardener	

1	2	3
15. Peon		Rs. 11/- per day or
16. Office Boy		Rs. 286/- per month.
17. Cycle Stand Boy		
18. Handbill Boy		
19. Attendant		
20. Messenger		
21. Announcer		
22. Scavenger		
23. Manal/Labourer		
24. Polishwala		

#### Conditions:

1. Where in any area or establishment scheduled employment wages fixed under this Notification are lower than the wages fixed by the Central Government or by agreement or settlement or contract or Contractors' Regulations attached to the conditions of Contract, the higher rate would be payable as Minimum Wages under this Notification.

2. The minimum rates of wages are applicable to employees engaged by the Principal Employers or Contractors or Sub-Contractors, etc.

3. The minimum rates of wages fixed are inclusive rates including the wages for the weekly day of rest.

4. Both men and women workers have to be paid the same rates of wages fixed for the same category or for equal work.

5. The minimum rates of wages payable to, an adolescent certified to work as an adult shall be the same as payable to an adult. In case he or she is certified to work as an adolescent only, the rates of wages payable shall be 80% of the minimum rates of wages fixed for adults.

6. Where part-time workers are employed they should be paid pre-rate wages in accordance with the number of hours of work done.

7. Where payment is made on piece-rate basis for any of the categories for which time-rate is fixed the wage of the employers shall not be less than the minimum time rate fixed for a normal days work.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Industries and Labour).

Panaji, 25th April, 1986.

#### Notification

25/11/79-ILD (Part) (II)

Whereas in exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) (hereinafter referred to as "the said Act"), the Government of Goa, Daman and Diu, by notification No. 25/11/79-ILD (I) dated June 2, 1984 of Industries and Labour Department published in the Official Gazette No. 15, Series II, dated 12th July, 1984, appointed a committee to hold enquiries and advise the Government in the matter of initial

fixation of minimum rates of wages in respect of the scheduled employment namely, "Employment in any residential hotel, restaurant or eating house" in the Union territory of Goa, Daman and Diu.

And Whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, the Government of Goa, Daman and Diu, after considering the advice of the said Committee, hereby fixes with effect from 1-5-1986 the minimum rates of wages payable to the class/categories of employment namely "Employment in any residential hotel, restaurant or eating house" in the Union territory of Goa, Daman and Diu as specified in the Schedule below.

#### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages		
		Zone A	Zone B	Zone C
1	2	3	4	5
<b>I. Skilled:</b>				
		Per month	Per month	Per month
1.	Cook or Head Cook	Rs. 400/-	Rs. 350/-	Rs. 300/-
2.	Achari			
3.	Maharaj			
4.	Basoya			
5.	Ustad			
6.	Bavarchi			
7.	Khansama			
8.	Manager			
9.	Accountant			
10.	Sweetmeat maker or Farsan maker (Malwalla)			
11.	Clerk			
12.	Telephone Operator			
13.	Electrician			
14.	Tailor			
15.	Carpenter			
16.	Head Pantryman			
17.	Gardener who is doing the work of planting			
18.	Receptionist (qualified such as holding S. S. C. or other equivalent examination certificate)			
19.	House Keeper			
20.	Head Waiter			
21.	Butler			
22.	Supervisor			
23.	Steward			
24.	Cashier			
25.	Head Baker			
26.	Mistry			
27.	Store Keeper			
28.	Barman			
29.	Employees of whatever names called doing the work of the nature done by persons falling under the foregoing entries.			
<b>II. Semi-Skilled</b>				
1.	Assistant Manager	Rs. 325/-	Rs. 295/-	Rs. 250/-
2.	Assistant Malwala			
3.	Samosa-wala			

1	2	3	4	5
4.	General Workers (reliever or one who attends to two or more duties of semi-skilled categories).	Rs. 325/-	Rs. 295/-	Rs. 250/-
5.	Rotiwala			
6.	Chapatiwala			
7.	Puriwala			
8.	Dhosawala			
9.	Tandur-Rotiwala			
10.	Bhajiwala			
11.	Ice-creamwala (Ice-cream preparer one who takes out ice-cream and aerated waters)			
12.	Pantryman (one who prepares sandwiches, toasts, faloods, omelette etc.)			
13.	Mandiwal - cum - coffee tea maker			
14.	Liftman			
15.	Handiwala (Asst. Cook)			
16.	Wireman			
17.	Asst. Cook			
18.	Billiard Maker			
19.	Standwala (Tea maker)			
20.	Market Man			
21.	Boiler Man			
22.	Fountain Barman			
23.	Pumpman			
24.	Gas filer			
25.	Fountainman (who prepares syrups ice-creams, fruit salad etc.)			
26.	Faloodamaker			
27.	Syrup maker			
28.	Lassewala - cum - salesman			
29.	Waiter - cum - tablewala			
30.	Vender (who keeps accounts)			
31.	Orderwala (shouting bills or writing bills)			
32.	Kabab seekwala			
33.	Bhelpuriwala			
34.	Floorwaiter			
35.	Employees by whatever name called doing work of the nature done by persons falling under the foregoing entries			

## III. Unskilled:

1.	Gaze Boy	Rs. 270/-	Rs. 265/-	Rs. 225/-
2.	Game Boy			
3.	Bell Boy			
4.	Page Boy			
5.	Room Boy			
6.	Tea boy			
7.	Glass boy			
8.	Dish boy			
9.	Water boy			
10.	Order boy			
11.	Pantry helper			
12.	Kitchen boy			
13.	Office boy			
14.	Message boy			
15.	Soda Fountain boy			
16.	Sweeper			
17.	Cleaner			
18.	Hamal			
19.	Jamadar			
20.	Coolie			

1	2	3	4	5
21.	Mazdoor	Rs. 270/-	Rs. 265/-	Rs. 225/-
22.	Gadi			
23.	Chokra			
24.	Boy			
25.	Pantewala Pani-kachemburwala			
26.	Paniwala			
27.	Cupwala			
28.	Dishwala			
29.	Babdiwala			
30.	Moriwala			
31.	Kholiwala (Room boy not doing the work of waiter)			
32.	Mandaniwala (one who fills the dishes)			
33.	Lassi wala			
34.	Orderwala			
35.	Chatniwala			
36.	Phatak wala			
37.	Vadpi (Server)			
38.	Waterman			
39.	Laundryman			
40.	Lemonman			
41.	Billard Boy			
42.	Grain Cleaner (male and female)			
43.	Miscellaneous worker that is to say workers doing all or some of the jobs of unskilled nature).			
44.	Vendor or Bharwala not working on commission basis and not entrusted with responsibility of accounts.			
45.	Employees by whatever name called doing work of the nature done by the persons falling under the foregoing entries.			

## Explanation: —

Zone A — Comprises of the area within the limit of Municipalities Panaji, Margao, Vasco, Mapusa and Ponda and the areas within the village Panchayat of Calangute and Chorchorem.

Zone B — Comprises of the area within the limit of the places Bicholim, Pernem, Satari, Valpoi, Canacona, Sanqueli, Sanguem, Cansaulim, Assolna, Daman, Diu and Colva.

Zone C — Comprises of all other places in the Union territory of Goa, Daman and Diu not covered under Zone A and B.

The minimum rates of wages shall consist of all inclusive rates allowing basic rates and cost of living allowances and the cash value of concession.

The amount deductible as food allowances shall be uniformly Rs. 90/-, Rs. 85/- and Rs. 75/- per month respectively in all the three Zones.

1. (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.

(b) Semiskilled work is one which involves skill or competence acquired through experience on the

job and which is capable of being performed under the supervision or guidance of skilled employees, and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or Vocational institute and the performance of which calls for initiative and judgement.

2. The minimum rates of wages are applicable to employees engaged by the Principal Employers or Contractors or Sub-Contractors, etc.

3. Both Men and Women workers have to be paid the same rates of wages fixed for the same category and for equal work.

4. In case of employees employed in piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this Notification.

5. The minimum rates of wages payable to an adolescent certified to work as an adult shall be the same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 80% of the minimum rates of wages fixed for adult.

6. The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Industries and Labour).

Panaji, 25th April, 1986.

### Notification

25/11/79-ILD (Part) (III)

Whereas in exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) (hereinafter referred to as "the said Act"), the Government of Goa, Daman and Diu, by notification No. 25/11/79-ILD (II) dated June 2, 1984 of Industries and Labour Department published in the Official Gazette No. 15, Series II, dated 12th July, 1984, appointed a committee to hold enquiries and advise the Government in the matter of initial fixation of minimum rates of wages in respect of the scheduled employment namely, "Employment in Construction or maintenance of roads or in buildings operation (ii) Stone breaking and stone crushing and (iii) Maintenance of building", in the Union territory of Goa, Daman and Diu.

And Whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, the Government of Goa, Daman and Diu, after considering the advice of the said Committee, hereby fixes with effect from 1-5-1986 the minimum rates

of wages payable to the class/categories of employment namely "Employment in Construction or maintenance of roads etc." in the Union territory of Goa, Daman and Diu as specified in the Schedule below.

### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3
<b>I. Unskilled:</b>		
(1) Belder, (2) Brick Moulder, (3) Chairman, (4) Chowkidar, (5) Cleaner, (6) Gardener, (7) Driver with hand cart, (8) Hedge-cutter, (9) mali, (10) Slinger, (11) Peon, (12) Sewer man, (13) Tile Turner.		Rs. 12.00 per day or Rs. 72.00 per week or Rs. 312.00 per month.
<b>II. Unskilled:</b>		
(14) Bhisti, (15) Bullock Cart Driver, (16) Coolie, (17) Hamal, (18) Khalasi, (19) Labourer, (20) Manai, (21) Mazdoor, (22) Sweeper, (23) Watchman, (24) Water Carrier, (25) Bajri spreader, (26) Beatr Woman, (27) Bellowman, (28) Bucket Man, (29) Carrier (Stone), (30) Cart Man, (31) Caretaker (Bridge), (32) Cleaner, (33) concrete (Hand Mixer), (34) Daffadar, (35) Driver, (Bullock), Camel, Donkey, Mule, (36) Flag Man, (37) Gangman, (38) Gate Man, (39) Kamin, (40) Lamp Man, (41) Searcher, (42) Signal Man, (43) Strikers, (44) Trolly Man, (45) Valve Controller, (46) Wooderman, (47) Berryman, (48) Mucchers, Jamadars, (49) Slingers, (50) Any other category by whatever name called which are of unskilled nature.		Rs. 11.00 per day or Rs. 66.00 per week or Rs. 286.00 per month.
<b>I. Semi-Skilled/Unskilled Supervisory:</b>		
(1) Brick Layer (Class II), (2) Cook, (3) Carpenter, (4) Driller (Hole Rock), (5) Driller (6) Excavator (7) Fitter (Assistant Semi-skilled) (8) Head Surveyor, (9) Blacksmith, (10) Mason (Brick Layer, Second Class), (11) Quarry Man, (12) Quarry Operator, (13) Mate (Blacksmith Carpenter) (14) Stone Breaker, (15) Stone-Man, (16) Stone Cutter (Higher Grade), (17) Upholsterer (Grade II), (18) Swer Layer (1st Class & Hatcher).		Rs. 18.00 per day or Rs. 108.00 per week or Rs. 468.00 per month.
<b>II. (19) Bearer (20) Bhisti (with Musk), (21) Belder, (22) Artisan Helper, (23) Brick/Tile Moulder (24) Cane weaver, (25) Charpoy/Stringer (26) Cleaner, (Truck, Road, Roller, Concrete Mixer, etc.), (27) Colour/White Washer, (28) Cane Man, (29) Daffri, (30) Fireman, (31) Glazier, (32) Fitter (Ordinary), (33) Head Chowkidar, (34) Bhan-</b>		
		Rs. 15.00 per day or Rs. 90.00 per week or Rs. 290.00 per month.

1	2	3
	dhani, (35) Mate, (36) Mazdoor, (37) Pump Attendant, (38) Spray Man (Bittuman, Tar etc.), (39) Stone Cutter, (40) Tinsmith, (41) Farrash, (42) Mukadam, (43) Laboratory Boy, (44) Rackman, (45) Balchawala, (46) Bhisti, (47) Cane weaver, (48) Chain Man (head), (49) Driller, (50) Driller (Hole Rock), (51) Fireman, (52) Gate Keeper, (53) Grinder (54) Garser-cum-Fireman, (55) Hammerman, (56) Jamadar, (57) Oilman, (58) Storeman, (59) Boilerman, (60) Laboratory Boy (61) Any other categories by whatever name called which are of a semi-skilled nature.	Rs. 15.00 per day or Rs. 90.00 per week or Rs. 390.00 per month.
<b>I. Highly Skilled:</b>		
(1) Mason (Plaster & Paris Ornamental Work and Ceiling), (2) Painter (Artist First Class), (3) Foreman.		Rs. 28.00 per day or Rs. 168.00 per week or Rs. 728.00 per month.
<b>II. Highly Skilled:</b>		
(4) Assistant Foreman, (5) Armature (Winder Grade-I), (6) Furniture Carpenter, (7) Fitter, (8) Head Mistri, (9) Highly Skilled Electrician, (10) Head Mechanic, (11) Head Plumber, (12) Mason (Stone work ornamental), (13) Tinsmith, (14) Welder, (15) Wireman Grade-I (16) Welder-cum-fitter (17) Decorator, (18) Air-Conditioner, (19) Any other categories by whatever name called involving work of highly skilled nature.		Rs. 24.00 per day or Rs. 144.00 per week or Rs. 624.00 per month.
<b>I. Skilled:</b>		
(1) Assistant Artist Painter, (2) Armature Winder Grade-II, (3) Mistry Grade-I, (4) Oil Painter Class-I, (5) Plumber Licensed, Class-I, (6) Mason (Plaster of Paris-wall), (7) Any other skilled category (Class-I).		Rs. 22.00 per day or Rs. 132.00 per week or Rs. 572.00 per month.
<b>II. (8) Brick-Layer (Mason Class-I), (9) Blacksmith (Class-I), (10) Carpenter (Class-I) (11) Concrete Mixer Maker, (12) Concrete Mixer Operator, (13) Driver (Road Roller, Concrete Mixer Truck), (14) Driver (Motor Vehicle), (15) Driver (Truck Diesel Engine), (16) Dis-temperer, (17) Electrician, (18) Head Man (Well Sinking), (19) Mistri, (20) Mason (Stone Work), (21) Glazier, (22) Line Man, (23) Machinist, (24) Mechanic, (25) Line Man, (26) Meter Reader, (27) Moulder, (28) Head Cook, (29) Operator (Cinema Projector, Compressor, Crane Dumper, Excavator Generator, Pump Tractor, Vibrator etc.), (30) Plasterer, (31) Plumber, (32) Driver, (33) Pump Man, (34) Pump Engine Driver, (35) Stone Cutter, (Class-I), (36) Upholsterer,</b>		
		Rs. 19.00 per day or Rs. 114.00 per week or Rs. 494.00 per month.

1	2	3
	(37) Stone Chiseller, (38) Painter (oil Painter Class-II, letter writer), (39) Fitter, (40) Tinsmith, (41) Wood Cutter, (42) white Washer, Grade-I, (43) Tradesman, (44) Turner, (45) Work Assistant, (46) Tracer Technical Assistant, (47) Tracer, (48) Technical Assistant, (49) Cabinet Maker, (50) Moulder (Brick Tiles), (51) Road Inspector, (52) Panmon, (53) Navgani, (54) Tyre Vulcaniser.	

**Clerical:**

(1) Clerk, (2) Commuter, (3) Accounts Clerk, (4) Store Clerk, (5) Store Issuer, (6) Store Keeper, (7) Store Keeper (Grade I, II, etc.), (8) Tally Clerk, (9) Time Keeper, (10) Tool Keeper, (11) Telephone Operator, (12) Typist, (13) Any other categories by whatever name called which are of a clerical nature, (14) Computer.	Rs. 19.00 per day or Rs. 114.00 per week or Rs. 494.00 per Month. (For Matriculates).
	Rs. 15.00 per day or Rs. 90.00 per week or Rs. 390.00 per month. (For Non-Matriculates).

**Supervisory:**

(1) Section Officer/Junior Engineer, (2) Supervisor, (3) Overseer.	Rs. 30.00 per day or Rs. 188.00 per week or Rs. 780.00 per month.
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**Special:**

(1) Bullock-Cart Man with double bullocks, (2) Bullock-Cartman with single bullock, (3) Donkey Mule Driver with 5 donkeys.	Rs. 36.00 per day or Rs. 216.00 per week or Rs. 936.00 per month.
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Donkey Mule Driver with more than 5 donkeys shall be paid Rs. ... per additional donkey as extra wages.

**Explanation: —**

I. Where in any area/establishment Scheduled employment wages fixed under this notification are lower than the wages fixed by the Central Government or by agreement/Settlement or Contract or Contractors regulations attached to the conditions of contract, the higher rates would be payable as Minimum Wages under this Notification.

2. (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee, and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training, as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

3. The minimum rates of Wages are applicable to employees engaged by the Principal Employers or Contractors or Sub-Contractors etc.

4. The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.

5. Both Man and Women workers have to be paid the same rates of wages fixed for the same category and for equal work.

6. In case of employees employed on piece-rate basis, the Minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this notification.

7. The minimum rates of wages payable to an adolescent certified to work as an adult shall be the same as an adult. In case he or she is certified to work as an adolescent only, the rates of wages payable shall be 75 percent of the minimum rates of wages fixed for 4 and half hours work per day.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Industries and Labour).

Panaji, 25th April, 1986.

### Notification

25/11/79-ILD (Part) (IV)

Whereas in exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) (hereinafter referred to as "the said Act"), the Government of Goa, Daman and Diu, by notification No. 25/11/79-ILD (I) dated June 2, 1984 of Industries and Labour Department published in the Official Gazette No. 15, Series II, dated 12th July, 1984, appointed a committee to hold enquiries and advise the Government in the matter of initial fixation of minimum rates of wages in respect of the scheduled employment namely, "Employment in any Shop or Commercial Establishment other than a Residential Hotel, Restaurant or eating house." in the Union territory of Goa, Daman and Diu;

And Whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, the Government of Goa, Daman and Diu, after considering the advice of the said Committee, hereby fixes with effect from 1-5-1986 the minimum rates of wages payable to the class/categories of employment namely "Employment in any Shop or Commercial Establishment other than a Residential Hotel, Restaurant or eating house" in the Union territory of Goa, Daman and Diu as specified in the Schedule below.

### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages	
		Zone A	Zone B
1	2	3	4
<b>I. Skilled:</b>			
1.	Pharmacist/Chemist.	Rs. 20/- per day or	Rs. 18/- per day or
2.	Driver.	Rs. 520/- per month.	Rs. 468/- per month.
3.	Supervisor.		
4.	Shoemaker/Slippermaker.		

1	2	3	4
5.	Watch repairer.	Rs. 20/- per day or	Rs. 18/- per day or
6.	Cutter/Tailor/Sewing machineman.	Rs. 520/- per month.	Rs. 468/- per month.
7.	Turner.		
8.	Fitter.		
9.	Utensil Maker (Brass and Copper).		
10.	Machinist.		
11.	Electrician.		
12.	Welder.		
13.	Handicraftsman.		
14.	Metal engraver.		
15.	Optician.		
16.	Glass Polisher (Optician).		
17.	Sales Representatives/ Travelling Salesman.		
18.	Wireman.		
19.	Foreman.		
20.	Photographer /Retoucher.		
21.	Block Maker.		
22.	Hair Dresser.		
23.	Mill Operator.		
24.	Carpenter.		
25.	Tinsmith.		
26.	Vulcaniser.		
27.	Mechanic.		
28.	Blacksmith.		
29.	Moulder.		
30.	Painter.		
31.	Weighman.		
32.	Metal Sprayman.		
33.	Glass Cutter.		
34.	Pastryman.		
35.	Compounder (with diploma).		
36.	Computer Operator.		
	Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	Rs. 20/- per day or Rs. 520/- per month.	Rs. 18/- per day or Rs. 468/- per month.
<b>II. Semi-Skilled:</b>			
1.	Salesman (Counter).	Rs. 14/- per day or	Rs. 12/- per day or
2.	Asstt. Mechanic.	Rs. 364/- per month.	Rs. 312/- per month.
3.	Asstt. Fitter.		
4.	Asstt. Electrician.		
5.	Asstt. Blacksmith.		
6.	Asstt. Carpenter.		
7.	Asstt. Welder.		
8.	Asstt. Turner.		
9.	Asstt. Machinist.		
10.	Asstt. Tinsmith.		
11.	Asstt. Vulcaniser.		
12.	Asstt. Sprayman.		
13.	Asstt. Moulder.		
14.	Asstt. Painter.		
15.	Asstt. Tailor.		
16.	Asstt. Glass Cutter.		
17.	Asstt. Wireman.		
18.	Cushion Maker.		
19.	Compounder.		
20.	Dhobi/Washerman.		
21.	Ironer/Laundryman.		
22.	Polisher (Carpenter).		
23.	Baker.		
24.	Pressman.		
25.	Glazer.		
26.	Helper (Hair Dresser).		
27.	Mali (Gardener).		
28.	Lift Attendant.		
29.	Mill hand.		
30.	Frame Maker.		
<b>III. Clerical:</b>			
A.1.	Accountant.	Rs. 18/- per day or	Rs. 16/- per day or
2.	Steno-Typist.	Rs. 468/- per month.	Rs. 416/- per month.
3.	Cashier.		
4.	Telephone Operator.		

1	2	3	4
B.1. Clerk.		Rs. 15/- per	Rs. 13/- per
2. Store Clerk.		day or	day or
3. Tally Clerk.		Rs. 390/-	Rs. 338/-
4. Store Keeper.		per	per
5. Typist.		month.	month.
6. Receptionist.			
7. Godown Keeper.			
IV. Unskilled:			
1. Chowkidar.		Rs. 12/- per	Rs. 10/- per
2. Cleaner.		day or	day or
3. Labourer.		Rs. 312/-	Rs. 260/-
4. Loader/unloader.		per	per
5. Attendant.		month.	month.
6. Mazdoor.			
7. Sweeper.			
8. Helper.			
9. Peon.			
10. Packer.			
11. Delivery Boy / Messenger.			
12. Asstt. Salesman.			
13. Watchman.			
14. Office Boy.			
15. Pump Attendant.			
16. Newspaper Delivery Boy.			
Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.			

#### Explanation—

I. A — Zone A — Shall comprise of the areas within the Municipal limit of Panaji, Margao, Vasco, Mapusa, Ponda, Bicholim, Daman and Diu, and the establishments located in the Industrial Estates set up by the Goa, Daman and Diu Industrial Development Corporation or E. D. C. Panaji or any other statutory organisations.

Zone B — Shall comprise of all other places in the Union Territory of Goa, Daman and Diu, not covered under Zone A.

(a) The minimum rates of wages shall consist of an all inclusive rates of wages.

(b) The Minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is fixed shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs by 26, the quotient stepped up to the nearest paise.

(c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is fixed shall be computed by Multiplying the daily rate by 26.

III. (a) Unskilled work is one which involves simple operation requiring no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.

(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational Institution and the performance of which called for initiative and judgement.

IV. The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractors or Sub-contractors, etc. working on their employments.

V. Both male and female workman shall be paid the same rates of wages fixed for the same category or similar work.

VI. In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the Minimum rates of wages fixed for the class/category to which it belongs under this Notification.

VII. The minimum rates of wages payable to an adolescent shall be the same as an adult fixed under this Notification. In case he or she is certified to work only as an adolescent the rate of wages payable shall be 80 per cent of the minimum rates of wages fixed for adults.

VIII. The Minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Industries and Labour).

Panaji, 25th April, 1986.

#### Notification

25/11/79-ILD (Part) (V)

Whereas in exercise of the powers conferred, by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) (hereinafter referred to as "the said Act"), the Government of Goa, Daman and Diu, by notification No. 25/11/79-ILD (I) dated June 2, 1984 of Industries and Labour Department published in the Official Gazette No. 15, Series II, dated 12th July, 1984, appointed a committee to hold enquiries and advise the Government in the matter of initial fixation of minimum rates of wages in respect of the scheduled employment namely, "Employment in any Industry in which any process of Printing by letter press, lithography, photogravure or other similar work incidental to such process or book-binding is carried on," in the Union territory of Goa, Daman and Diu.

And Whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, the Government of Goa, Daman and Diu, after considering the advice of the said Committee, hereby fixes with effect from 1-5-1986 the minimum rates

of wages payable to the class/categories of employment, namely "Employment in any Industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book-binding is carried on" in the Union territory of Goa, Daman and Diu as specified in the Schedule below.

### SCHEDULE

Employment in any Printing by Letters Press, Lithography Photogravure or other similar work or work incidental to such process or Book-Binding

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3

#### I. Unskilled:

1. Peon	Rs. 11.00 per day or
2. Mazdoor	Rs. 286.00 per month.
3. Cleaner	
4. Helper	
5. Delivery bagman	
6. Sweeper	
7. Head Freeder	
8. Carpenter-helper	
9. Stone grinder	
10. Rotary Baller	
11. Store Baller	
12. Cylinder Baller	
13. Labourer (Manal)	
14. Any other categories by whatever name called which are of unskilled nature	

#### II. Semi-Skilled:

1. Asstt. Camera Operator	Rs. 13.00 per day or
2. Asstt. Transfer Printer	Rs. 338.00 per month.
3. Asstt. Etcher	
4. Letter Press Feeder	
5. Checker	
6. Distributor	
7. Packer	
8. Embossing Machineman	
9. Asstt. Toucher	
10. Asstt. Copy Paster	
11. Flat bed Feeder	
12. Varnisher	
13. Wax Machineman	
14. Cold Powderer	
15. Wireman	
16. Type-Cutter	
17. Line-baller	
18. Proof puller	
19. Tally Pressman	
20. Type Dresser	
21. Roller Maker	
22. Roller Cutter	
23. Plate Grainer	
24. Ink-grinder	
25. Knife sharpener	
26. Wire Stitcher	
27. Perforator	
28. Lable Puncher	
29. Ruling Machini Feeder	
30. Reaming man	
31. Metal Caster	
32. Any other categories by whatever name called which are of semiskilled nature	

#### III. Skilled Workers:

(a) 1. Lino Operator	Rs. 22/- per day or
2. Mono Operator	Rs. 572/- per month.
3. Line Mechanic	
4. Foreman	
5. Head Proof Reader	
6. Sub-Editor	
7. Reporter	
8. Offset Foreman	
9. Camera Operator	
10. Rotary Foreman (pressman)	
11. Flatbed Operator	
12. Artist	

1	2	3
(b) 1. Ludlow Operator		Rs. 18/- per day or Rs. 468/- per month.
2. Proof Reader		
3. Printer		
4. Hand Pressman		
5. Offset Plate Maker		
6. Copy Paster		
7. Punch Maker		
8. Electrician		
9. Asstt. Foreman		
10. Cylinder Pressman		
11. Compositor		
12. Imposer		
13. Mono Caster	2	
14. Binder		
15. Cutter		
16. Carpenter		
17. Box Puncher		
18. Mounter		
19. Any other categories by whatever names called which are of skilled nature		

#### IV. General:

1. Head Clerk	Rs. 22/- per day or Rs. 572/- per month.
2. Accountant	
3. Supervisor	
1. Clerk	Rs. 18/- per day or Rs. 468/- per month.
2. Typist	
3. Cashier	
4. Telephone Operator	
5. Time Keeper	
6. Booking Clerk	
7. Receptionist	
8. Acct. Assistant	
9. Steno Typist	
10. Store Keeper	

#### Explanation:

1. The wages for the categories specified in the Annexure 'A' are linked with the norms of work and fixed accordingly. If any employee fails to complete his norm of work of 8 hours in a day, his wages can be proportionately deducted.

2. Where/in any area/establishment/scheduled employment, wages fixed under this notification are lower than the wages fixed by the Central Wage Board in the Scheduled Employment, namely employment in any industry in which process of printing by letterpress, lithography, photogravure or other similar work or work incidental to such a process or book binding is carried on, or by agreement/settlement or contract or contractors' regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this notification.

3. (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees, and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through training as an apprenticeship or in a technical or vocational institute and the performance of which calls for initiative and judgement.

4. The minimum rates of wages are applicable to employees engaged by the Principal Employer or Contractors or Sub-Contractors, etc.

5. The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest but does not include daily batta/food allowance.

6. Both men and women have to be paid the same rates of wages fixed for the same category and for equal work.

7. In case of employees employed on piece-rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this notification.

8. The minimum rates of wages payable to an adolescent certified to work as an adult shall be the same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 80 percent of the minimum rates of wages fixed for adults.

By order and in the name of the Lieutenant Governor of Goa, Daman & Diu.

Subhash V. Elekar, Under Secretary (Industries and Labour).

Panaji, 25th April, 1986.

ANNEXURE — A  
Norms of Work

Sl. No.	Category	Mode of work	Minimum daily production
1	2	3	4
1.	Mono Operator	12 points English 12 point Devanagri	40.000 cms. 25.000 cms.
2.	Mono-Caster	12 points English	42.000 cms.
3.	Page Making	12 point Devanagri 20 × 26 cent, 20 × 30 cent 16 pages	42.000 cms. 2 Forms.
4.	Imposer	20 × 30 cent, 16 pages	5 Forms.
5.	Lino Operator	12 points English	30.000 cms.
6.	Hand Composing (with distribution)	12 points English	3.000 corrected cms.
		12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	2.000 corrected cms. 1.600 corrected cms.
7.	Distributor	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	10.200 cms. 8.000 cms. 6.000 cms.
8.	Type Casting	12 points Super Cast	12 kg. 30 kg.
9.	Proof Reader	16 pages 19 cent × 13 cent (Two Languages)	
10.	Printing on Cylinder with make ready	44½ × 57 cent.	6.000 Copies
	Platten (Power) with ready	25½ × 38 cent.	6.000 Copies
	Printing on Cylinder without make ready	44½ × 57 cent.	7.500 Copies
	Platten (Power) without make ready	25½ × 38 cent.	8.500 Copies
	Printing on Traddle (on foot) with make ready	— do —	8.500 Copies
	Printing on Traddle (on foot) without make ready	— do —	6.000 Copies
11.	Machine Folding	Double Fold other large size paper	20.000 papers. 15.000 papers.
12.	Hand Folding	Form of the three folds	3.000 papers.
13.	Collating	44½ × 57 cent.	15.000 Forms.
14.	Ruling on hand fed machine	34 cms. × 43 cms. sheets	11.000 papers.
15.	Stitching by hand Stitching by machine	6 quires, 3 stitching sections 6 quires, 3 stitching sections	1.600 Forms. 8.000 Forms.
16.	Wire Stitching (Power Driver machine)		6.000 (Two pins). 10.000 (One pin).
	Wire Stitching (Foot operated machine)		6.000 (One pin).
17.	Hand Numbering consecutive	10.000 per day	1,20,000 digits per day.

## Notification

25/11/79-ILD (Part) (VI)

Whereas in exercise of the powers conferred, by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) (hereinafter referred to as "the said Act"), the Government of Goa, Daman and Diu, by notification No. 25/11/79-ILD (II) dated June 2, 1984 of Industries and Labour Département published in the Official Gazette No. 15, Series II, dated 12th July, 1984, appointed a committee to hold enquiries and advise the Government in the matter of initial fixation of minimum rates of wages in respect of the scheduled employment namely, "Employment in Public Motor Transport and Employment in Motor Transport undertakings" in the Union territory of Goa, Daman and Diu.

And Whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, the Government of Goa, Daman and Diu, after considering the advice of the said Committee, hereby fixes with effect from 1-5-1986 the minimum rates of wages payable to the class/categories of employment namely "Employment in Public Motor Transport and Employment in Motor Transport undertakings" in the Union territory of Goa, Daman and Diu as specified in the Schedule below.

## SCHEDULE

## Employment in Public Motor Transport and Employment in Public Motor Transport undertakings

Sr. No.	Details of categories	Wages proposed for revision
1	2	3

## I. Unskilled:

1. Peon	Rs. 11.00 per day or
2. Chowkidar	Rs. 66.00 per week or
3. Sweeper	Rs. 286.00 per month.
4. Porter	
5. Cleaner	
6. Helper	
7. Mazdoor	
8. Watchman	
9. Coolie	
10. Any other categories by whatever name called which are of unskilled nature.	

## II. Semi-Skilled:

1. Electrician (Helper)	Rs. 13.00 per day or
2. Mechanic (Helper)	Rs. 78.00 per week or
3. Fitter (Helper)	Rs. 338.00 per month.
4. Blacksmith (Helper)	
5. Carpenter (Helper)	
6. Welder (Helper)	
7. Turner (Helper)	
8. Machinist (Helper)	
9. Cushion Maker (Helper)	
10. Vulcanizer (Helper)	
11. Painter (Helper)	
12. Boring Barman	
13. Sprayman	
14. Any other categories by whatever name called which are of semi-skilled nature.	

## III. Skilled:

1. Mechanic	Rs. 18.00 per day or
2. Fitter	Rs. 108.00 per week or
3. Electrician	Rs. 468.00 per month.
4. Blacksmith	
5. Carpenter	
6. Welder	
7. Turner	
8. Boring Barman	
9. Machinist	
10. Cushion Maker	
11. Tinsmith	
12. Vulcanizer	
13. Painter	
14. Spray Painter	
15. Re-trader	
16. Moulder	
17. Lineman	
18. Any other categories by whatever name called which are of skilled nature.	

## IV. Highly Skilled:

1. Head Mechanic	Rs. 24.00 per day or
2. Garage Supervisor	Rs. 144.00 per week or
3. Driver (Goods Transport)	Rs. 624.00 per month.
4. Driver (Light Vehicle and passenger Transport and Bus.	Rs. 15.00 per day or Rs. 90.00 per week or Rs. 390.00 per month.

## V. General Staff (Clerical etc.):

1. Clerk	(Matriculation)
2. Typist	Rs. 22.00 per day or
3. Booking Clerk	Rs. 132.00 per week or
4. Store Clerk	Rs. 572.00 per month.
5. Store Keeper	
6. Ledger-Keeper	
7. Steno-Typist	
8. Receptionist	(Non-Matriculation)
9. Checker	Rs. 18.00 per day or
10. Cashier	Rs. 108.00 per week or
11. Accounts Clerk	Rs. 468.00 per month.
12. Time-Keeper	
13. Telephone Operator	
14. Store Issuer	
15. Tally Clerk	

## VI.

1. Head Clerk	Rs. 25.00 per day or
2. Auditor/Accountant	Rs. 150.00 per week or
3. Head Cashier	Rs. 650.00 per month.
4. Conductor	Rs. 13.00 per day or Rs. 78.00 per week or Rs. 338.00 per month.

## Explanation:—

1. Where in any area/establishment/scheduled employment wages are fixed and/or revised under this notification are lower than the wages by agreement/settlement or Contract or Contractors Regulation attached to the conditions of contract, the higher rates would be payable as Minimum Wages under this notification.

2. (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee, and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a tech-

nical or vocational institute and the performance of which calls for initiative and judgement.

3. The minimum rates of wages are applicable to employees engaged by the Principal Employers or Contractors or Sub-Contractors, etc.

4. The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest, dearness allowances and interim relief but does not include batta/food allowance/travelling expenses/H. R. A./Washing allowance/similar payments.

5. Both men and women workers have to be paid the same rates of wages revised for the same category and for equal work.

6. In case of employees employed in piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this notification.

7. The minimum rates of wages payable to an adolescent certified to do the work as an adult shall be same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 80 per cent of the minimum rates of wages fixed for adults.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Industries)  
Panaji, 25th April, 1986.

### Notification

25/11/79-ILD (Part) (VII)

Whereas in exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) (hereinafter referred to as "the said Act"), the Government of Goa, Daman and Diu, by notification No. 25/11/79-ILD (II) dated June 2, 1984 of Industries and Labour Department published in the Official Gazette No. 15, Series II, dated 12th July, 1984, appointed a committee to hold enquiries and advise the Government in the matter of initial fixation of minimum rates of wages in respect of the scheduled employment namely, "Employment in Automobile repairing workshop and Garages" in the Union territory of Goa, Daman and Diu.

And Whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, the Government of Goa, Daman and Diu, after considering the advice of the said Committee, hereby fixes with effect from 1-5-1986 the minimum rates of wages payable to the class/categories of employment namely "Employment in Automobile Repairing workshop and Garages" in the Union territory of Goa, Daman and Diu as specified in the Schedule below.

### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3
<b>I. Supervisory and highly skilled staff:</b>		
1. Manager		Rs. 25.00 per day or
2. Engineer		Rs. 150.00 per week or
3. Foreman		Rs. 650.00 per Month.
4. Head Clerk		
5. Head Mechanic		
6. Accountant		
<b>II. Mechanic grade:</b>		
1. Engine Mechanic		Rs. 22.00 per day or
2. Fitters		Rs. 132.00 per week or
3. Machinist		Rs. 572.00 per Month.
4. Painter		
5. Tinsmith		
6. Carpenter		
7. Electrician		
8. Welder		
9. Blacksmith		
10. Borer		
11. Auto-Electrician		
12. Vulcaniser		
13. Driller		
<b>III. General Staff:</b>		
1. Asst. Accountant		Rs. 22.00 per day or
2. Clerk		Rs. 132.00 per week or
3. Typist		Rs. 572.00 per Month.
4. Cashier		
5. Telephone Operator		
6. Store Keeper		
7. Salesman		
8. Time Keeper		
9. Bill Collector		
10. Driver		
11. Booking Clerk		
12. Store Clerk		
13. Steno Typist		
14. Tally Clerk		
15. Receptionist		
16. Supervisor		
<b>IV. Semi-Skilled (Grade-I):</b>		
1. Asstt. Electrician (Grade I)		Rs. 18.00 per day or
2. Asstt. Mechanic (Grade I)		Rs. 108.00 per week or
3. Asstt. Fitter (Grade I)		Rs. 468.00 per Month.
4. Asstt. Blacksmith (Grade I)		
5. Asstt. Carpenter (Grade I)		
6. Asstt. Welder (Grade I)		
7. Asstt. Turner (Grade I)		
8. Asstt. Machinist (Grade I)		
9. Asstt. Cushion Maker (Grade I)		
10. Asstt. Vulcaniser (Grade I)		
11. Asstt. Painter (Grade I)		
12. Asstt. Boring Barman (Grade I)		
13. Asstt. Sprayman (Grade I)		
14. Asstt. Batteryman (Grade I)		
15. Asstt. Tinsmith (Grade I)		
16. Office Asstt. (Grade I)		
<b>V. Semi-Skilled (Grade-II):</b>		
1. Asstt. Electrician (Grade II)		Rs. 14.00 per day or
2. Asstt. Mechanic (Grade II)		Rs. 84.00 per week or
3. Asstt. Fitter (Grade II)		Rs. 364.00 per Month.
4. Asstt. Blacksmith (Grade II)		
5. Asstt. Carpenter (Grade II)		
6. Asstt. Welder (Grade II)		
7. Asstt. Turner (Grade II)		
8. Asstt. Machinist (Grade II)		
9. Asstt. Cushion Maker (Grade II)		
10. Asstt. Vulcaniser (Grade II)		
11. Asstt. Painter (Grade II)		
12. Asstt. Boring Barman (Grade II)		
13. Asstt. Sprayman (Grade II)		
14. Asstt. Batteryman (Grade II)		
15. Asstt. Tinsmith (Grade II)		
16. Office Assistant (Grade II)		

1	2	3
<b>VI. Unskilled:</b>		
1. Cleaner		Rs. 11.00 per day or
2. Mazdoor		Rs. 66.00 per week or
3. Coolie		Rs. 286.00 per Month.
4. Sweeper		
5. Helper		
6. Peon		
7. Chowkidar		
8. Watchman		
9. Pump-Serviceman		
10. Vehicle Attendant		
11. Office Boy		
12. Petrol-pump Attendant		
13. Attendant		
14. Messenger		

**Explanation:**

1. Where in any area/establishment/scheduled employment wages fixed under this notification are lower than the wages fixed by the Central Wage Board for Employment in Automobile Repairing Workshops and Garages or by agreement/settlement or Contract or Contractors Regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

2. (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under

the supervision or guidance of skilled employees, and includes unskilled supervisory work.

3. The minimum rates of wages are applicable to employees engaged by the Principal Employers or Contractors or Sub-Contractors, etc.

4. The minimum rates of wages fixed are all inclusive rates including the wages for the weekly day of rest but does not include daily batta/food allowance.

5. Both Men and Women workers have to be paid same rates of wages for the same category and for equal work.

6. In case of employees employed in piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this notification.

7. The minimum rates of wages payable to an adolescent certified to work as an adult shall be same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 75 per cent of the minimum rates of wages fixed for adults.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

*Subhash V. Elekar*, Under Secretary (Industries and Labour).

Panaji, 25th April, 1986.